

Geneva, 30 July 2020

K.S. Shin  
CEO/President  
Shin Textile Solutions  
RM#801 E&C Venture Dreamtower,  
2 Bldg, Digitalro 33 Gil 55  
Guro-gu, Seoul, Korea  
[shin@shints.com](mailto:shin@shints.com)

## IndustriALL Global Union condemns union busting at Shints ETP Garment at Bole Lemi Industrial Park in Ethiopia

Dear K.S. Shin,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors in more than 140 countries, to call on Shin Textile Solutions to intervene immediately at its factory Shints ETP Garment at the Bole Lemi Industrial Park in Ethiopia to put an end to serious violations of labour rights, including health and safety conditions during the COVID-19 pandemic.

We are reliably informed by our affiliate, the Industrial Federation of Textile Leather and Garment Workers Trade Union (IFTLGWTU), that your local management is actively discouraging workers from joining the union, harassing union members and leaders, stopping the union from holding meetings at the factory, and not collecting union dues and surrendering them to the union as per labour laws. It seems that your actions are meant to undermine and weaken the union.

Furthermore, Shints ETP Garment is disregarding COVID-19 protocols that have been agreed upon by unions, government, and employers. As a result of your negligence, 60 workers who are currently in quarantine have tested positive to the coronavirus at your factory.

It is shocking that the management at Shints are trampling on workers' rights that are protected by the Ethiopian Constitution and the Labour Proclamation number 377/2003 as amended. These rights are also protected by the International Labour Organization (ILO)'s Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining.

Therefore, IndustriALL Global Union calls on Shints ETP Garment to:

- Stop this push back and allow the union to operate as before in a non-adversarial environment that promotes better industrial relations and harmony;
- Abide by best practices that have been developed in the global garment supply chain to stop the spread of the coronavirus;
- Adhere to the labour laws of Ethiopia, ILO conventions, and international core labour standards.



54 bis, route des Acacias  
CH 1227 Geneva  
Switzerland

**Tel:** +41 (0)22 308 50 50  
**Fax:** +41 (0)22 308 50 55  
[info@industrial-union.org](mailto:info@industrial-union.org)  
[www.industrial-union.org](http://www.industrial-union.org)

*President: Jörg Hofmann*  
*General Secretary: Valter Sanches*

---

I look forward to your prompt action and reply.

Yours sincerely,

Valter Sanches  
General Secretary